Ministry of
Jobs, Tourism and Skills Training
and Minister Responsible for Labour

2016/17 – 2018/19
SERVICE PLAN

February 2016

BRITISH
COLUMBIA

For more information on the British Columbia
Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour,
see Ministry Contact Information on page 19 or contact:

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
PO BOX 9846
STN PROV GOVT
VICTORIA, B.C.
V8W 9T2

or visit our website at
www.gov.bc.ca/jtst

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Minister Accountability Statement

The *Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour 2016/17 - 2018/19 Service Plan* was prepared under my direction in accordance with the *Budget Transparency and Accountability Act*. I am accountable for the basis on which the plan has been prepared.

Shirley Bond

Honourable Shirley Bond
Minister of Jobs, Tourism and Skills Training
and Minister Responsible for Labour
February 3, 2016

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Purpose of the Ministry

The Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour manages key lines of government services that help support and maintain the strong and diverse economy that British Columbians need for long-term growth. Our programs promote a supportive and attractive business and investment environment; maximize investment potential in B.C. communities; develop a skilled labour force that is ready to meet the challenges of our expanding industries; foster thriving business, tourism and creative sectors; and support workplaces that are safe, healthy and fair. This means seizing the opportunities, and responding to the challenges, of a globalized economy to support the creation of new jobs and position ourselves for long-term growth.

The Ministry leads cross-government efforts to implement government's economic strategy: *Canada Starts Here: The BC Jobs Plan*. Driven by the focus provided by the *BC Jobs Plan*, the Province has experienced growth and new opportunities, with $16.5 billion in economic growth since 2011. The Ministry also works closely with the Ministries of Education and Advanced Education, Aboriginal Relations and Reconciliation and Social Development and Social Innovation to implement *B.C.'s Skills for Jobs Blueprint* – government's comprehensive strategy to re-engineer B.C.'s education and apprenticeship systems. Additionally, the Ministry collaborates with government, industry and communities to help advance government's liquefied natural gas (LNG) agenda.

The technology sector is also a vital part of the British Columbia economy. Technology firms create goods and services that benefit other parts of the economy by improving productivity and profitability. And, British Columbia is home to high tech clusters in areas such as digital media and biotechnology that are among the best in the world.

The Ministry has an oversight role for the following Crown corporations: Destination British Columbia, the Industry Training Authority (ITA), and the Nechako-Kitamaat Development Fund Society. The Ministry also has legislative responsibility for a number of agencies, boards and commissions, including WorkSafeBC, the Labour Relations Board, the Employment Standards Tribunal and the Workers' Compensation Appeal Tribunal. For more information about the Ministry's many areas of responsibility and key initiatives, visit the Ministry's website at www.gov.bc.ca/jtst.

Strategic Direction and Context

Strategic Direction

Premier Christy Clark's July 30, 2015 Mandate Letter to the Honourable Shirley Bond, Minister of Jobs, Tourism and Skills Training included direction to: balance the ministerial budget; continue to work with the Ministry of Education to improve access for students who wish to go into the trades to participate in credited applied trades skills programs while in high school; implement *Gaining the Edge: 2015-2018, British Columbia's Tourism Strategy*; and work with the Ministry of Technology, Innovation and Citizens' Services on the development of a 10-year skills plan for BC's Technology Sector.

In addition, the Ministry is partnering with the Ministry of Small Business and Red Tape Reduction to reduce unnecessary red tape and regulation, making it easier for citizens and businesses to access British Columbia government services.

Finally, the introduction of provincial Taxpayer Accountability Principles (TAP) in June 2014 provided a framework to enhance greater strategic engagement between the Ministry and its associated Crown corporations. The Ministry will continue to work with its Crown corporations to implement the TAP—strengthening accountability, promoting cost control and supporting strategic alignment so that these public sector agencies can continue to be effective and efficient in their service delivery, while doing so with integrity and respect and in the best interests of taxpayers.

Strategic Context

The Economic Forecast Council expects British Columbia's real GDP to grow by 2.7 per cent in 2016 and 2.6 per cent in 2017. Downside risks to BC's economic outlook include the potential for a slowdown in North American economic activity, ongoing fragility in Europe, and slower than anticipated Asian demand, particularly in China. Additional risks include uncertainty in the outlook for the Canadian dollar and weak inflation.

A number of additional internal and external factors are expected to affect the Ministry's operations during the 2016/17-2018/19 period. The most significant of these are:

- The realization of continued economic growth through pursuit of the *BC Jobs Plan*, as detailed in the *BC Jobs Plan: 4 Year Progress Update*.
- The ongoing implementation of the new Canada-BC Job Fund Agreement by the federal and provincial governments, which resulted in the Canada-BC Job Grant program being introduced in B.C.
- Anticipated opportunities to partner with the federal government in the delivery of new programs and services currently under development.
- Progress towards a major LNG Final Investment Decision, including passing of the *Liquefied Natural Gas Project Agreements Act* in July 2015, which allows the government to ratify an LNG project agreement worth approximately US$36 billion.
- The implementation of a new $1M Refugee Re-settlement Fund for Syrian refugees to ensure B.C. communities are prepared to meet the needs of increased federal refugee caseloads for 2015 and 2016.
- The continuation of the Express Entry British Columbia stream under the B.C. Provincial Nominee Program (PNP), enabling the Province to nominate at least 1,350 more candidates for Canadian permanent residence than the 2014 baseline.
- The redesign of the B.C. PNP to bring it in closer alignment with B.C.'s labour market and economic development priorities by placing greater focus on high-impact workers and entrepreneurs.
- The introduction of new legislation, the *Provincial Immigration Programs Act*, as a foundation for the Province's role in selecting newcomers to B.C.

- Economic dislocations causing significant job loss in affected communities, necessitating support through the Ministry's Community Transition Services team.
- Strong growth in the film and television sectors, due largely to a favourable exchange rate, stable tax credit regime and highly skilled workforce.
- Continued growth in the tourism sector, the launch of a new provincial tourism brand by Destination BC and a refreshed *Gaining the Edge: 2015-2018, British Columbia's Tourism Strategy*.
- Aboriginal cultural tourism is one of B.C.'s fastest growing sectors. With one-in-four visitors seeking an authentic Indigenous experience, Aboriginal tourism will continue to be a key focus for government.
- The release of the *B.C. 2024 Labour Market Outlook*, which will inform government decisions relating to the education and training sectors.
- The commitment through the Forum of Labour Market Ministers during their July 2015 meeting to work towards harmonization of training for two-thirds of Red Seal apprentices by 2017 and harmonization of a total of 30 Red Seal Trades in most jurisdictions by 2020.
- The implementation of B.C.'s new policy for Apprentices on Public Projects, which will help increase the number of employer sponsors and provide more opportunities for apprentices to gain the skills and experience needed to become certified tradespersons.
- The ongoing implementation of Gordon Macatee's *WorkSafeBC Review and Action Plan* as well as government's response to the Coroner Jury recommendations in the aftermath of the tragic 2012 sawmill explosions in Prince George and Burns Lake.

Goals, Objectives, Strategies and Performance Measures

Each year, the Ministry looks ahead three years to plan future work. The development and communication of the resulting goals, objectives and strategies serves to ensure the Ministry's work is clearly linked to government's priorities and that those priorities, including leadership in the creation of jobs and investment attraction, are clearly communicated to citizens. Over the next three fiscal years, the Ministry will work toward achieving the following outcomes:

- Goal 1: British Columbia has a skilled workforce that is ready to meet the challenges of our expanding industries
- Goal 2: Investment potential in each of British Columbia's regions and communities is maximized
- Goal 3: British Columbia's business, tourism and creative sectors are thriving
- Goal 4: Safe, healthy and fair workplaces, where employers and workers prosper and contribute to British Columbia's economic growth and prosperity

The Ministry operates under the Taxpayer Accountability Principles, which strengthen accountability to the citizens of B.C. by providing a common platform of compensation and accountability across the public sector. The six principles—cost-consciousness (efficiency), accountability, appropriate compensation, service, respect and integrity—are integrated into the Ministry's operations and reflected by the Goals and Objectives of this Service Plan.

Goal 1: British Columbia has a skilled workforce that is ready to meet the challenges of our expanding industries

B.C. needs a skilled labour force to support job creation and economic growth. In alignment with *B.C.'s Skills for Jobs Blueprint*, the Ministry provides leadership to reduce demand-supply gaps in the labour market through targeted, data-driven skills development programs, the provision of labour information, and support for the attraction of new workers and entrepreneurs to the province. Through *B.C.'s Skills for Jobs Blueprint* we are making significant improvements to B.C.'s education and training system. These enhancements include: alignment of the Industry Training Authority (ITA) with the recommendations of the independent ITA Review, implementation of the six-year Canada-BC Job Fund, which provides $65 million per year to support skills and employment, and increases in the number of apprenticeships in high demand areas (such as programs for Aboriginal people, women, and immigrants). The strategies below detail how the Ministry intends to build on these accomplishments.

Objective 1.1: Support British Columbians to be first in line for the jobs of today and tomorrow by helping them develop the skills needed to take advantage of job opportunities

Strategies

- Continue to implement the successful *B.C.'s Skills for Jobs Blueprint* in close collaboration with the Ministries of Education, Advanced Education, Social Development and Social Innovation, and Aboriginal Relations and Reconciliation.
- Work with employers, industry and service delivery groups to design and implement innovative skills training programs for British Columbians to support the development of a strong and adaptable workforce.
- Working with the Industry Training Authority, continue to implement innovative approaches to trades training in BC to better support apprentices and meet industry's needs for skilled workers.
- Provide tools and resources for those who are struggling to gain a foothold in the job market, such as youth, Aboriginal youth, and persons with disabilities.
- Ensure the best available labour market information is used to align skills training priorities with labour market needs.
- Continue to collaborate with the federal government to support more detailed labour market analysis, and ensure BC has access to accurate and timely labour market information.

- Continue to share labour market information on WorkBC.ca using innovative platforms and social media to help all British Columbians make informed education, training and career decisions and to promote entrepreneurship.

Performance Measure 1: Update a provincial labour market forecast indicating demand for future jobs and identifying the high opportunity occupations

Performance Measure	2015/16 Forecast	2016/17 Target	2017/18 Target	2018/19 Target
Update a provincial labour market forecast indicating demand for future jobs and identifying the high opportunity occupations	Not applicable	Complete	Complete	Complete

Data Source: Labour Market and Information Division, Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour.

Discussion

Every year, B.C. invests over $7.5 billion in education and training. The Labour Market Outlook (LMO), the province's ten year forecast of labour demand and supply, is a vital tool providing the evidence to support decisions relating to these investments. The LMO identifies the number of job openings for 500 occupations in 58 industries across B.C.'s seven economic development regions. The publication of annual updates enables the province to incorporate new information about the state of the economy, new projects, population changes and the skills required to meet the demand for labour.

LMO results are used by government to determine priorities and also by a broad range of citizens and organizations. The list of 100 top opportunity occupations captures specific information on the latest trends and expectations that are key to government, educators and trainers aligning resources to needs. In addition, students and job-seekers use the projections to inform career planning decisions while employers and investors use the data, available through Open Data BC, to inform long-term planning.

Objective 1.2: Attract international skilled workers, entrepreneurs, and students to British Columbia and facilitate their successful integration across the province

Strategies

- Use the Provincial Nominee Program (PNP) to attract and retain more economic immigrants with the skills to meet specific labour market needs that support *BC Jobs Plan* priorities.

- Through the Express Entry British Columbia stream of the PNP, provide an expedited pathway to permanent residency for skilled workers from around the world.
- Implement a new points-based intake system, similar to federal Express Entry system, for PNP applications in 2016 to nominate skilled workers and entrepreneurs based on their ability to succeed in B.C. and contribute to the provincial economy.
- Work with the federal government to enhance the responsiveness of federal immigration programs to B.C.'s labour market and economic needs, in particular by working to increase B.C.'s annual PNP allocation levels.
- Promote all available immigration streams as pathways for temporary residents in B.C. to become permanent residents.
- Improve employers' access to workers from outside the province through the provision of information, access to international talent attraction strategies, and programs and pilot projects to streamline the attraction and retention of temporary foreign workers and international students who are interested in pathways to stay in B.C. permanently.
- Work with communities through the Refugee Readiness Fund and in partnership with the federal government to settle greater numbers of Syrian refugees and connect them to employers as a part of their settlement process.
- Continue to work with jurisdictions across Canada to break down barriers with respect to the mobility of labour across provincial borders.
- Develop and implement marketing and outreach strategies to promote B.C. as a destination of choice to work and live.

Performance Measure 2: Percentage of available Provincial Nominee Program nominations utilized by B.C.

Performance Measure	2015/16 Forecast	2016/17 Target	2017/18 Target	2018/19 Target
Percentage of available Provincial Nominee Program nominations utilized by B.C.[1]	100%	Maintain	Maintain	Maintain

Data Source: Workforce Development and Immigration Division, Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour.

[1] This measure includes the number of principal applicants selected under the Entrepreneur, Skills Immigration, and Express Entry BC categories.

Discussion

The Provincial Nominee Program (PNP) offers accelerated immigration for qualified skilled workers and experienced entrepreneurs who can contribute economic benefits to the province. While the PNP is a provincially administered program, the federal government sets the annual number of nominations available to each province and is responsible for issuing permanent resident visas. The Ministry's target is to utilize 100% of this federal allotment each year, including the expected allocation through PNP's Express Entry British Columbia categories (the number of nominations for 2018 is not yet available - the Ministry will publish the number once it is available). The Ministry is also actively working to secure increases in B.C.'s future nominations allocations to help meet evolving labour market needs.

Goal 2: Investment potential in each of British Columbia's regions and communities is maximized

Investment is a key contributor to economic growth. The Ministry works to support communities and regions become investment-ready by assisting with economic development strategies and by attracting and facilitating investments across the province. The Ministry also works with industry and their representative associations to identify and reduce barriers and constraints to job creation and growth – thereby improving productivity and competitiveness. Since the *Canada Starts Here: The BC Jobs Plan* launch in the fall of 2011 to December, 2015, B.C. has added 118,900 jobs and the provincial economy has grown by $16.5 billion. The Ministry will continue as the provincial lead responsible for the *BC Jobs Plan*, working across government and with partners to optimize opportunities for job creation.

Objective 2.1: Enhance investment attraction and economic opportunities within each of B.C.'s key sectors

Strategies

- Continue to implement the *BC Jobs Plan: 4 Year Progress Update*.
- Support government policy and programming relating to economic growth and job creation.
- Continue to foster the partnerships between Aboriginal peoples and industry, including the work of the Aboriginal Business and Investment Council, to increase Aboriginal participation in the economy, strengthen communities and increase economic diversification.
- Help connect B.C.'s international trade representatives from the Ministry of International Trade with business opportunities and products in B.C.
- Work with industry partners and the Ministry of International Trade, and align efforts with the federal government and agencies, to:
    - Develop new export opportunities for B.C. manufacturers and businesses;
    - Improve business export services so they are easier to find, understand and use; and

- Continue to work with inbound trade missions to connect B.C. manufacturers with potential new buyers

- Implement strategic actions to support growth of B.C.'s manufacturing sector, in particular the aerospace and marine sub-sectors
- Identify and reduce barriers and constraints impacting development across all sectors, including B.C.'s fast-growing technology sector

Performance Measure 3: Implement manufacturing strategies to support B.C.'s Manufacturing Sector

Performance Measure	2019/20 Forecast	2020/21 Target	2021/22 Target	2022/23 Target
Implement strategic actions to support B.C.'s Manufacturing Sector as outlined in the *BC Jobs Plan* – including targeted initiatives to support the marine and aerospace sub-sectors	70% of strategic commitments underway	75% of strategic commitments underway	100% of strategic commitments underway or completed	100% of strategic commitments completed

Data Source: Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
Note: This measure may be reviewed and revised upon successful completion.

Discussion

This performance measure sets targets consistent with the *BC Jobs Plan: A Four Progress Update*. The focus on the manufacturing sector helps to further diversify B.C.'s economy and lay the foundation for high-paying jobs for generations to come. The Ministry engages with industry and cross-government representatives to identify opportunities for growth and development.

Objective 2.2: Facilitate major investments

Strategies

- Through the Major Investments Office, assist global investors in taking their projects from idea to completion by bringing proponents, various levels of government and First Nations together to advance investment decisions.
- Work across government to help facilitate timely permitting and approvals for major projects.
- Through investor hosting services, ensure significant investors have a positive experience when visiting B.C., including expediting airport arrivals and identifying appropriate officials for meetings.

Objective 2.3: Increase the capacity of communities to support economic development, diversification and resilience across all regions of B.C.

Strategies

- Develop and share economic development best practices, government programming and supports with municipalities, regional districts and First Nations communities.
- Raise awareness in communities of new and existing economic development programs and resources through face-to-face interaction, workshops, webinars and emails.
- Support Aboriginal economic development in priority sectors (e.g. LNG, tourism, agri-foods, etc.) to advance opportunities for employment and economic sustainability.
- Coordinate cross-government community transition support.
- Support the work of the Ministry of Forests, Lands and Natural Resource Operations pertaining to the Rural Advisory Council.
- Enhance existing online economic development tools and resources for communities and businesses, such as the Business Attraction Toolkit, the BC Economic Atlas, and the First Nations Economic Development Database.
- Assist communities to be investment-ready by working with communities and regions to promote local business and investment opportunities through the InvestInCanada.ca website – a powerful investment attraction tool.
- Support B.C.'s international trade and investment opportunities by connecting with communities and encouraging investment in the province.

Goal 3: British Columbia's business, tourism and creative sectors are thriving

The business, tourism and creative sectors are key segments of B.C.'s economy and ones that the Ministry takes a direct role in supporting. The Ministry will build on key achievements and initiatives, such as *Gaining the Edge*, the province's tourism strategy, to promote growth and job creation across these sectors.

Objective 3.1: Work to ensure a globally competitive tourism industry across the province

Strategies

- Oversee implementation of *Gaining the Edge: 2015-2020*, by facilitating greater alignment, investments and efficiencies in B.C.'s tourism system.

- Build on Destination British Columbia's successful marketing initiatives, including the new *Explore BC* campaign, to attract visitors from key markets, both nationally and internationally, and to encourage British Columbians to travel within British Columbia.
- Partner with Destination British Columbia to develop and implement a provincial tourism destination development strategy to help guide tourism development.
- Work with Aboriginal organizations to continue to increase the number of Aboriginal tourism businesses and jobs.
- Work with the tourism industry to address workforce challenges and opportunities.
- Work with the federal, provincial and territorial governments to improve traveler access (e.g., border issues, visa issues and air access).
- Implement a new Tourism Events Program to support events that attract Canadian and international travelers to B.C. communities. The program will be funded by a small proportion of revenue received under the MRDT program from communities voluntarily choosing to implement a MRDT rate of up to 3 per cent.
- Provide $10.5 million in funding to 14 resort municipalities to build and enhance tourism infrastructure and programming through the Resort Municipality Initiative.

Performance Measure 4: Provincial tourism revenue growth

Performance Measure	2015/16 Forecast	2016/17 Target	2017/18 Target	2018/19 Target
Provincial tourism revenue growth	5%	5%	5%	5%

Data Source: Provincial tourism revenues are estimated by BC Stats based on data on revenues of B.C. tourism businesses. This measure is calculated on a calendar year basis. For example, the 2016/17 target is based on the period from January 1, 2016 to December 31, 2016.

Discussion

Provincial tourism revenue growth is a key measure for tracking the health and growth of the tourism industry. As a result of provincial investments in the tourism sector and cross-government collaboration led by the Ministry, the province has seen 44% growth in revenue since 2003, and a 10-year average growth rate of 3.5%. The province will continue to drive growth, with 5% growth as an ambitious annual target. Changes to growth are affected by numerous factors beyond the Ministry's scope of influence including exchange rates, fuel costs, international security policies, ease of air travel access and provincial, national, and global economies.

Objective 3.2: British Columbia has a dynamic and sustainable creative sector

Strategies

- Work across government to collaborate and coordinate resources and policy development to grow B.C.'s creative sector.
- Support Creative BC in their unique role in advancing the interests of British Columbia's creative sector.
- Partner with BC Stats and sector stakeholders to evaluate the size and economic impact of B.C.'s creative sector and work to raise awareness of the sector's contributions.

Goal 4: Safe, healthy and fair workplaces, where employers and workers prosper and contribute to British Columbia's economic growth and prosperity

The Ministry supports *Canada Starts Here: The BC Jobs Plan* by maintaining a stable labour environment in the province and by supporting a fair workers' compensation system, ensuring worker safety, and minimum employment standards. In practice, this means reducing strikes and labour disruptions by monitoring and assisting parties in negotiations. It also means balancing the interests of employers and workers. The Ministry does this through employment standards and workplace health and safety standards that attract and protect all B.C. workers, and through a fair and equitable workers' compensation system for workers and employers. Finally, the Ministry is committed to continued action designed to ensure a world class health and safety regime in B.C.

Objective 4.1: Labour laws and policy are responsive to, and supportive of, the evolving world of work

Strategies

- Monitor the evolving world of work and collect feedback on labour laws, policy and other key issues through ongoing communication and dialogue with workers, employers, stakeholders and the public.
- Work with WorkSafeBC to build on the substantial progress to date to ensure all of the recommendations included in Gordon Macatee's *WorkSafeBC Review and Action Plan* are implemented to help promote and ensure worker safety across the province.
- Implement the Coroner Jury recommendations to amend the *Workers Compensation Act* in response to the tragic mill explosions in Prince George and Burns Lake.
- Implement government's commitment to provide yearly minimum wage increases based on changes in the British Columbia consumer price index.

Objective 4.2: Clients and stakeholders are aware of and understand labour requirements and processes

Strategies

- Conduct outreach, education and training, and make educational materials available in relation to employment standards, the workers' compensation system and the Labour Relations Code.
- Address potential language barriers within various ethnic communities by providing information and services in multiple languages where practicable through leveraging our multilingual workforce.
- Provide direct workers' compensation assistance, guidance, representation and advisory services to workers and employers through the Workers' Advisers Office and the Employers' Advisers Office.

Performance Measure 5: Percentage of employers whose employment practices resulted in no complaints being registered with the Employment Standards Branch

Performance Measure	2004/05 Baseline	2015/16 Forecast	2016/17 Target	2017/18 Target	2018/19 Target
Percentage of employers whose employment practices resulted in no complaints being registered with the Employment Standards Branch	97.7%	97.7%	Maintain or improve	Maintain or improve	Maintain or Improve

Data Source: Labour Division, Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour.
Note: This measure is determined by dividing the total number of employers subject to complaints filed with the Employment Standards Branch within a fiscal year by the total number of business establishments with employees throughout the province.

Discussion

This performance measure is both a reflection of labour stability and of employer and worker knowledge of requirements and processes. A high percentage of employers without employee complaints registered with the Employment Standards Branch indicates a comprehensive and widespread understanding of Labour requirements and processes. This in turn creates the stable labour climate that the *BC Jobs Plan* is based upon. While there are no specific national benchmarks for this performance measure, other jurisdictions within Canada have also adopted this measure as a means to track labour stability. The target range for this measure continues to reflect an ambitious and appropriate target for labour stability in our province.

Objective 4.3: Accessible, reliable and timely services

Timely, accurate and quality decisions are critical for ensuring that a fair and effective process exists, and for the successful delivery of Ministry programs and services. The Ministry remains committed to service excellence in its interaction with the public and will continue to measure its performance against service delivery standards while engaging with clients to identify new ways to further improve.

Strategies

- Track, analyze and report out on service timelines.
- Use client satisfaction surveys to gather feedback about how service delivery can be improved.

Performance Measure 6: Percentage of Employment Standards Branch complaints resolved within 180 days

Performance Measure	2010/11 Baseline	2015/16 Forecast	2016/17 Target	2017/18 Target	2018/19 Target
Percentage of Employment Standards Branch complaints resolved within 180 days	78%	82%	Greater than 78%	Greater than 78%	Greater than 78%

Data Source: Labour Division, Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour.

Discussion

By striving to resolve complaints within the 180-day time period, the Ministry is able to establish clear expectations for workers and employers. The measure is based on a 2010/2011 baseline and is calculated by dividing the number of complaints resolved within 180 days by the total number of complaints filed.

Resource Summary

Core Business Area	2015/16 Restated Estimates[1]	2016/17 Estimates	2017/18 Plan	2018/19 Plan
Operating Expenses ($000)				
Labour Market and Information	10,153	10,171	10,238	10,252
Labour Programs	14,272	14,264	14,408	14,449
Workforce Development and Immigration	7,112	7,115	7,159	7,196
Economic Development	13,777	13,086	13,107	13,128
Transfers to Crown Corporations and Agencies	144,718	146,757	147,367	148,145
Executive and Support Services	4,847	4,841	4,890	4,895
Northern Development Fund	500	500	500	500
Total	**195,379**	**196,734**	**197,669**	**198,565**
Ministry Capital Expenditures (Consolidated Revenue Fund) ($000)				
Labour Programs	3	3	3	3
Executive and Support Services	1	1	1	1
Total	**4**	**4**	**4**	**4**

[1] For comparative purposes, amounts shown for 2015/16 have been restated to be consistent with the presentation of the 2016/17 Estimates.

*Further information on program funding and vote recoveries is available in the Estimates and Supplement to the Estimates.

Appendices

Appendix A: Ministry Contact Information

Minister's Office
Honourable Shirley Bond
Minister of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
PO Box 9071
Stn Prov Govt
Victoria B.C. V8W 9E2
Email: JTST.Minister@gov.bc.ca
Phone: 250 356-2771

Parliamentary Secretary for the BC Jobs Plan
Greg Kyllo
Parliamentary Secretary for the BC Jobs Plan
East Annex, Parliament Buildings
Victoria, B.C. V8V 1X4
Email: greg.kyllo.mla@leg.bc.ca
Phone: 250 953-0964

Deputy Minister's Office
Athana Mentzelopoulos
Deputy Minister
Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
PO Box 9846
Stn Prov Govt
Victoria, B.C. V8W 9T2
Email: DM.JTST@gov.bc.ca
Phone: 250 952-0103

To learn more about the numerous programs and services provided by the Ministry of Jobs, Tourism and Skills Training and Responsible for Labour, please visit www.gov.bc.ca/jtst.

To find a specific person or program in the Ministry of Jobs, Tourism and Skills Training and Responsible for Labour, you can use the B.C. Government Directory.

Appendix B: Treasury Board Regulation on Expected Results for 2015/16

B.C. Reg. 229/2015 under the *Balanced Budget and Ministerial Accountability Act* transferred responsibility for the following expected results formerly assigned to the Minister of State for Tourism and Small Business to the Minister of Jobs, Tourism and Skills Training and Minister Responsible for Labour:

g) Work with relevant ministries to implement upgrades to rest areas and visitor centre services to enrich the highway travel experience;
h) Work across government and with partners to achieve the goals outlined in the Province's tourism strategy Gaining the Edge;
i) Work with relevant ministries and industry partners to develop and implement a plan to encourage the federal government to improve air transportation and visa policies that would help increase tourism, travel and trade in British Columbia and Canada;
j) Submit to Cabinet a report on the results referred to above on or before March 31, 2016.

Appendix C: Nechako-Kitamaat Development Fund Society

Organizational Overview

The Nechako-Kitamaat Development Fund Society (NKDFS) was incorporated on August 18, 1999 to support sustainable economic activity in northern communities affected by the Kemano Completion Project and by the creation of the Nechako Reservoir. The Government of British Columbia provides NKDFS with $500,000 annually from the Northern Development Fund, a 50-50 cost-sharing partnership fund created by the Province and Rio Tinto.

NKDFS spends the income from its long-term investments on programs and projects that meet each community's goals for economic development and community stability. For more information on the Nechako-Kitamaat Development Fund Society, visit the website at www.nkdf.org.

Corporate Governance

The Nechako-Kitamaat Development Fund Society's Board of Directors includes:

- Greg Goodwin (Ministry Representative)
- Ray Klingspohn
- Kathie LaForge
- Jamie Neilson
- Lianne Olson
- Mike Robertson
- Wayne Salewski (Chair)
- Shelley Wall

Biographical information is located at: nkdf.org/aboutus/board-members.

Goals and Strategies

The *BC-Alcan Northern Development Fund Act* defines the purpose of the fund as follows:

(1) The purpose of the fund is to promote sustainable economic development in Northwestern British Columbia.

(2) Without limiting subsection (1), the fund may be used for the following:

(a) supporting investment in new or existing businesses;

(b) creating new employment or stabilizing existing employment;

(c) supporting other goals that are consistent with subsection (1) and that the minister considers desirable.

The Nechako-Kitamaat Development Fund Society will focus on the following primary areas—Capacity Building; Planning; Business Development; Recreational-Social; Community Infrastructure; and Tourism—and adopt the following strategies:

1) To fund projects that address impacts most important to the communities.

2) To fund projects on a first come, first serve basis.

3) When provided with different applications, to choose projects that promise more economic benefits over those that offer fewer economic benefits.

The Board of Directors believes there is always room for improvement, and will be vigilant for ongoing opportunities to innovate and respond to community needs.

Summary Financial Outlook

	2014/15 Actual	2015/16 Forecast	2016/17 Budget	2017/18 Budget	2018/19 Budget
Transfers from British Columbia Investment Management Corporation	$500,000	$500,000	$500,000	$500,000	$500,000